

Conflict Checkup

1. CHURCH POLICY ON CONFLICT ISSUES (Please circle one or more responses)

- (a) I am not aware that our church has a written policy for dealing with conflict/grievances.
- (b) Our church has a clear written policy for dealing with grievances between parishioners, leaders etc.
- (c) I have a copy of the written policy and am aware of its contents
- (d) I am committed to following the written policy

Additional Comments: _____

2. THE RESPONSE OF PASTORS AND CHURCH LEADERS TO CONFLICT

When conflict arises within our congregation I would describe the response of the **Pastor(s)** as:

(please tick a box)	Generally true	Generally not true	Can't comment
Aware of existing conflict			
Promptly deals with issues of conflict			
Sensitively deals with issues of conflict			
Fairly and impartially deals with issues of conflict			
Brings about a satisfactory resolution			

When conflict arises within our congregation I would describe the response of the **Lay Leaders** as:

(please tick a box)	Generally true	Generally not true	Can't comment
Aware of existing conflict			
Promptly deal with issues of conflict			
Sensitively deal with issues of conflict			
Fairly and impartially deal with issues of conflict			
Bring about a satisfactory resolution			

Additional Comments: _____

THE NATURE AND LEVEL OF CONFLICT

3. Over the past two years I would rate the general level of conflict within our church family as:

- (a) Very high (b) High (c) Moderate (d) Low (e) Can't comment

4. From my observation I would rate the level of conflict between particular groups/individuals in the church family as: (please tick a box)

	High	Medium	Low	Can't comment
Between lay leaders				
Between individual pastors				
Between lay leaders and pastors				
Between parishioners and lay leaders				
Between parishioners and pastors				
Between parishioners and other parishioners				

5. The table below lists common conflict issues. For each issue tick the box to indicate how much this is an issue in your church. Feel free to add additional issues and rate these also.

	Often an issue	Sometimes an issue	Rarely an issue	Can't comment
Doctrine/beliefs				
Conflicting personalities				
Power struggles				
Worship style				
Communication				
Disagreement about roles				
Money/finance				

Additional Comments: _____

6. Please tick a box to indicate your response to the statements below. If you wish, add your own statements.

<i>When conflict occurs within our church family:</i>	Agree	Disagree	Can't comment
it's often because of sin that is not being challenged			
usually the same group or individuals are involved			
the same issues keep coming up over and over again			
the pastors and lay leaders seem unwilling to deal with it			
the pastors and lay leaders are not capable of dealing with it			
the issues are rarely resolved			
people sometimes get upset and leave			
it makes me very upset			

Additional Comments: _____

PREACHING AND TEACHING ON CONFLICT (circle one letter for each question)

7. In this church the issue of conflict is a topic which is preached on
 (a) almost never (b) infrequently (c) regularly (d) can't comment
8. In this church the issue of conflict is dealt with in small groups
 (a) almost never (b) infrequently (c) regularly (d) can't comment

MY PERSONAL PROFILE

- I am: male female
 17 or under 18 – 25 26- 35 36 – 50 over 50
- I have been in this church less than 12 months 1 – 5 years over 5 years

THANK YOU